

**NOTICE OF CHARGES AND DISMISSAL**

November 15, 2021

Mr. Kingsley Keys  
812 Roanoke Drive  
Springfield, IL 62702

Dear Mr. Keys:

You are hereby notified that you are dismissed as a teacher in Springfield Public School District No. 186, Sangamon County, Illinois, on the basis of the following charges:

1. You have failed to remedy deficiencies that were brought to your attention in the Notice to Remedy approved by the Board of Education on October 18, 2021, and outlined in the Remediation Plan which was devised by administration and you on October 28, 2021.
2. You have been insubordinate and have failed to follow the instructions of your supervisors and to cooperate with them. You have further failed to remedy or address the issues described in the Remediation Plan. Specifically, you have refused to (1) provide a negative test result for COVID 19; or (2) provide proof that you have received your first vaccination for COVID 19.
3. In the opinion of the Board of Education, your dismissal is in the best interests of the school district.

You have the right to request a hearing before a mutually selected hearing officer, with the cost of the hearing officer split equally between you and the Board of Education, or a hearing before a Board-selected hearing officer, with the cost of the hearing officer paid by the Board of Education. Unless, within 17 days of the date of this Notice, you request *in writing* of this Board of Education that a hearing be scheduled on above-stated charges before a disinterested hearing officer, the Board of Education shall not schedule a hearing. We suggest that any request that a hearing be scheduled be addressed to: Julie Hammers, Secretary, Springfield Public School District No. 186, 1900 W. Monroe St., Springfield, Illinois 62704.

The effective time and date of your dismissal are as provided in the enclosed copy of the Resolution providing for your dismissal.

**Board of Education  
Springfield Public School District No. 186  
Sangamon County, Illinois**

DATED: \_\_\_\_\_, 2021

By: \_\_\_\_\_  
President, Board of Education

By: \_\_\_\_\_  
Secretary, Board of Education

[Type here]